



## **Modern Slavery Statement**

Ausreo is a multinational corporation and Australia's fastest growing supplier of reinforcing steel with over 350+ employees worldwide. Ausreo is privately owned with subsidiaries located in the UK, India (ADDA) and Australia.

Ausreo's operation include providing innovative construction solutions and software services to infrastructure, commercial and residential projects in the steel reinforcement market across Australia, UK, USA and Canada. Ausreo's 'safety first' culture ensures employee safety and welfare is at the forefront of business decisions.

Ausreo's supply chains include the processing, fabrication and distribution of mesh and bar and technical services that ensure the preparation of accurate and cost-effective steel reinforcement schedules and detailing, supported by Proprietary BIM-compliant, purpose-built (ADDA) software. In this context, Ausreo's supply chains include the local factories where steel is processed and fabricated, the importation materials and services into Australia and the subsequent sale and distribution of reinforced steel to customers through the Service Centre Network in Australia.

As part of its statement, Ausreo reports on its actions to assess and address modern slavery risks in the global and domestic operations and supply chains of both Ausreo and ADDA. These includes its employment practices and providing training for workers. Ausreo describes how it is working with suppliers to mitigate these risks and how it is working with its suppliers and contractors to identify possible risks

### **Modern Slavery Policy**

Ausreo has developed a Policy on Modern Slavery.

The Policy outlines that Ausreo is committed to eliminating modern slavery throughout our business and supply chains. We expect the same standard from our contractors, suppliers and other business partners. These objectives are an integral part of Ausreo's Business Strategy to ensure we achieve corporate responsibility, statutory compliance and demonstrate due diligence.

Implementation of the actions outlined in this Policy is a shared responsibility and all stakeholders are responsible for ensuring that all business and procurement activities are undertaken in a manner that ensures we are eliminating the chance of modern slavery being present in our business or supply chains.



## **Modern Slavery Risks**

Our supply chains include the sourcing of raw material such as steel and the procurement of labour. Based on the published Modern Slavery risk indicators we applied the industry and geographic risk factors to categorise all our suppliers into Low, Medium and High Risk. The significant majority of our suppliers are in Low risk categories.

We have acquainted suppliers assessed as medium risk with our policy on Modern Slavery and have begun the process of assessing the risks of Modern Slavery being present in our supply chain by auditing these suppliers and assessing their compliance with this policy.

We have required these suppliers to detail their labour practices as well as their policies and practices around Modern Slavery. This process is ongoing and, in the future, will be applied to all suppliers and new suppliers. As we continue to work with our suppliers on this issue, we will expect them to have suitable anti-slavery and human trafficking policies and processes to be able to continue to supply Ausreo.

## **Due Diligence and Modern Slavery**

Ausreo will practice due diligence in its approach to the risk of Modern Slavery by:

- Recognising that modern slavery takes various forms, such as slavery, servitude, debt bondage, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.
- Training our employees to understand and be aware of the forms and risks of modern slavery in our business and supply chains and understand our commitment to this policy and the systems and controls we have in place.
- Assessing the risks of modern slavery being present in our supply chain by auditing our current suppliers and assessing their compliance.
- Actively managing our relationships with suppliers based on these supplier audits to eliminate the risk of modern slavery being present in our supply chain.
- Publishing a Modern Slavery Statement.
- Being committed to acting ethically and with integrity in our business dealings and relationships and to continue to develop, implement and enforce systems and controls to ensure modern slavery is not taking place in our own business or in our supply chains.



### **Consultation with other Controlled Entities**

Ausreo controls a related entity, Advanced Detailing and Design Applications (ADDA). When Ausreo created a Modern Slavery Consultation Team to develop our program on Modern Slavery this team included a representative of ADDA. In this way ADDA was included in all the risk assessments and actions Ausreo has taken towards the elimination of Modern Slavery. As ADDA and Ausreo use the same policies and processes, operate in the same sector, and have many shared suppliers and the same Board of Directors we will provide a single, consolidated statement of actions to address modern slavery risks

This Modern Slavery Statement has been approved by the Board of Directors of Ausreo and signed by the Managing Director and CEO of Ausreo, Dennis Crestani.

A handwritten signature in black ink, appearing to read 'D. Crestani', is written over a light grey grid background.

**Dennis Crestani**

**Managing Director and CEO**

**(Date)** 11th November 2020